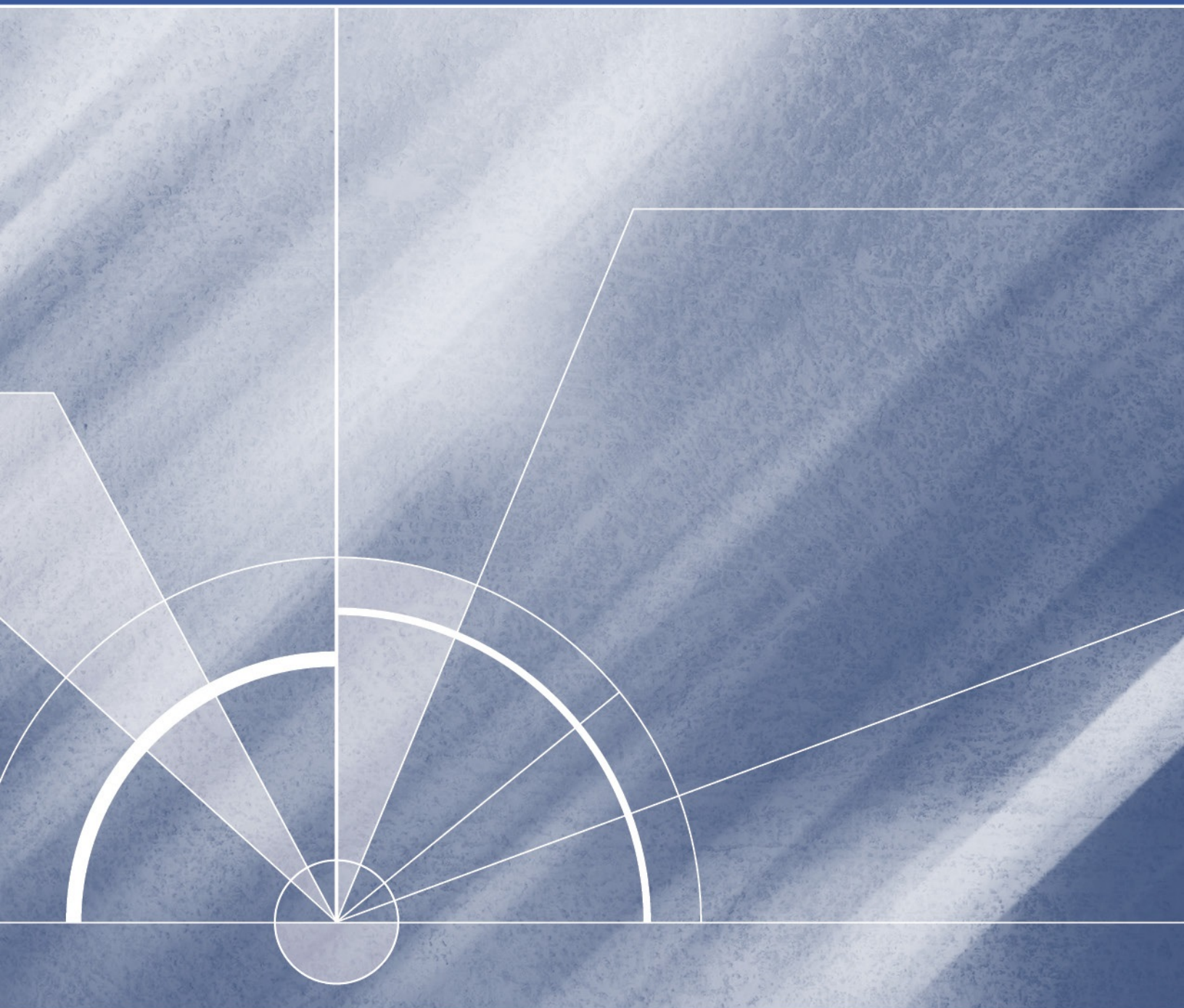


2019

Office of Personnel Management
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Environmental Protection Agency
Office of Inspector General



Environmental Protection Agency

Office of Inspector General

1st Level Subagency Report

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	615,395	42.6%
Environmental Protection Agency	8,352	63.3%
Office of Inspector General	170	66.4%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Environmental Protection Agency

Office of Inspector General

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

94.5%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
94.4%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
90.7%	My supervisor supports my need to balance work and other life issues. (Q.42)
88.1%	How would you rate the overall quality of work done by your work unit? (Q.28)
87.5%	I am held accountable for achieving results. (Q.16)
87.3%	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)
87.3%	My supervisor treats me with respect. (Q.49)
87.2%	The work I do is important. (Q.13)
86.9%	The people I work with cooperate to get the job done. (Q.20)
85.2%	I know how my work relates to the agency's goals. (Q.12)

Highest Percent Negative

47.8%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
40.0%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
35.4%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
31.2%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
30.7%	I have a high level of respect for my organization's senior leaders. (Q.61)
30.3%	Pay raises depend on how well employees perform their jobs. (Q.33)
30.1%	My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)
29.9%	Creativity and innovation are rewarded. (Q.32)
29.6%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
28.4%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)

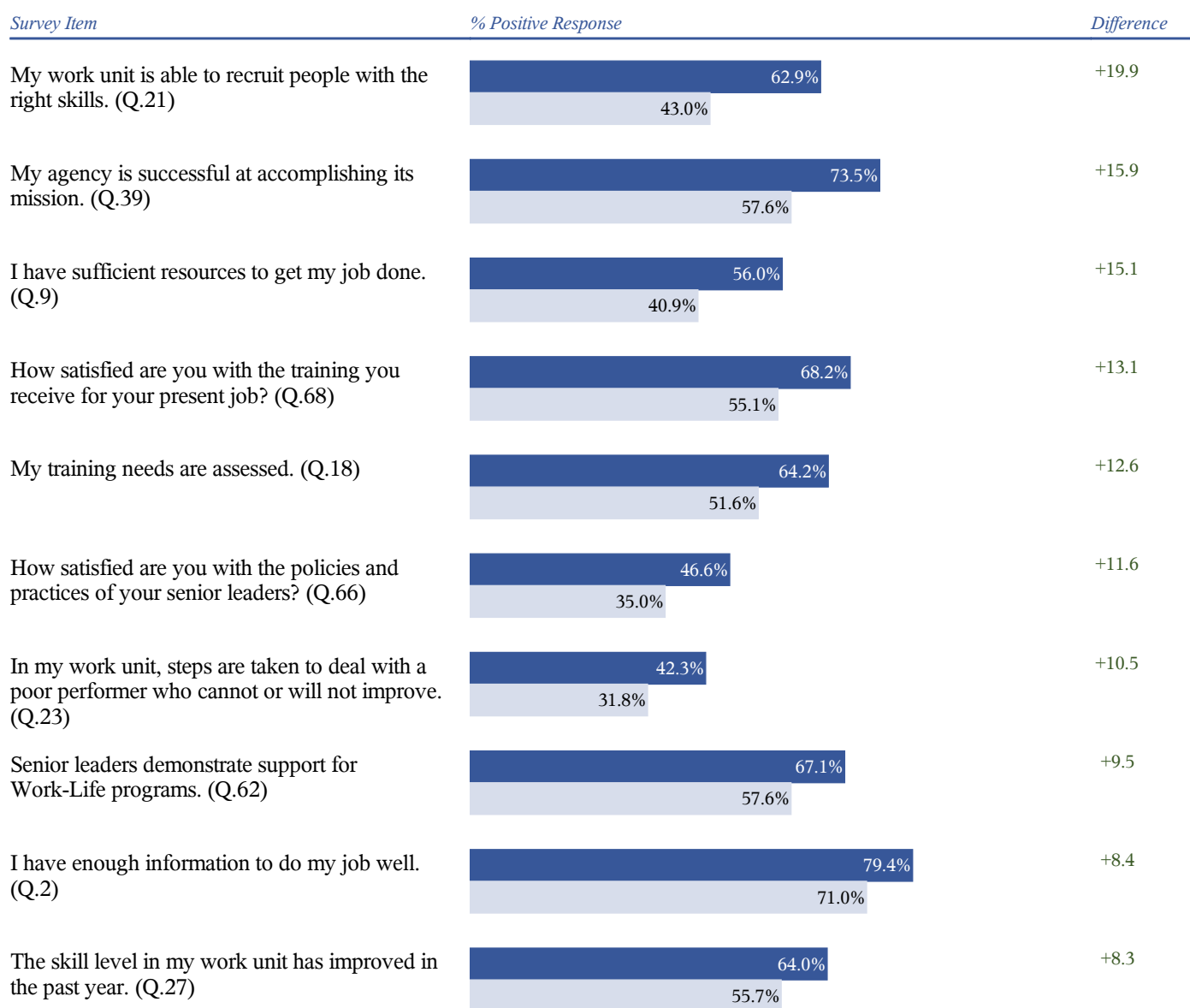
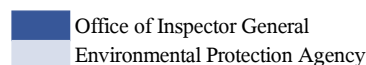
Environmental Protection Agency

Office of Inspector General

1st Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Environmental Protection Agency) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



Environmental Protection Agency

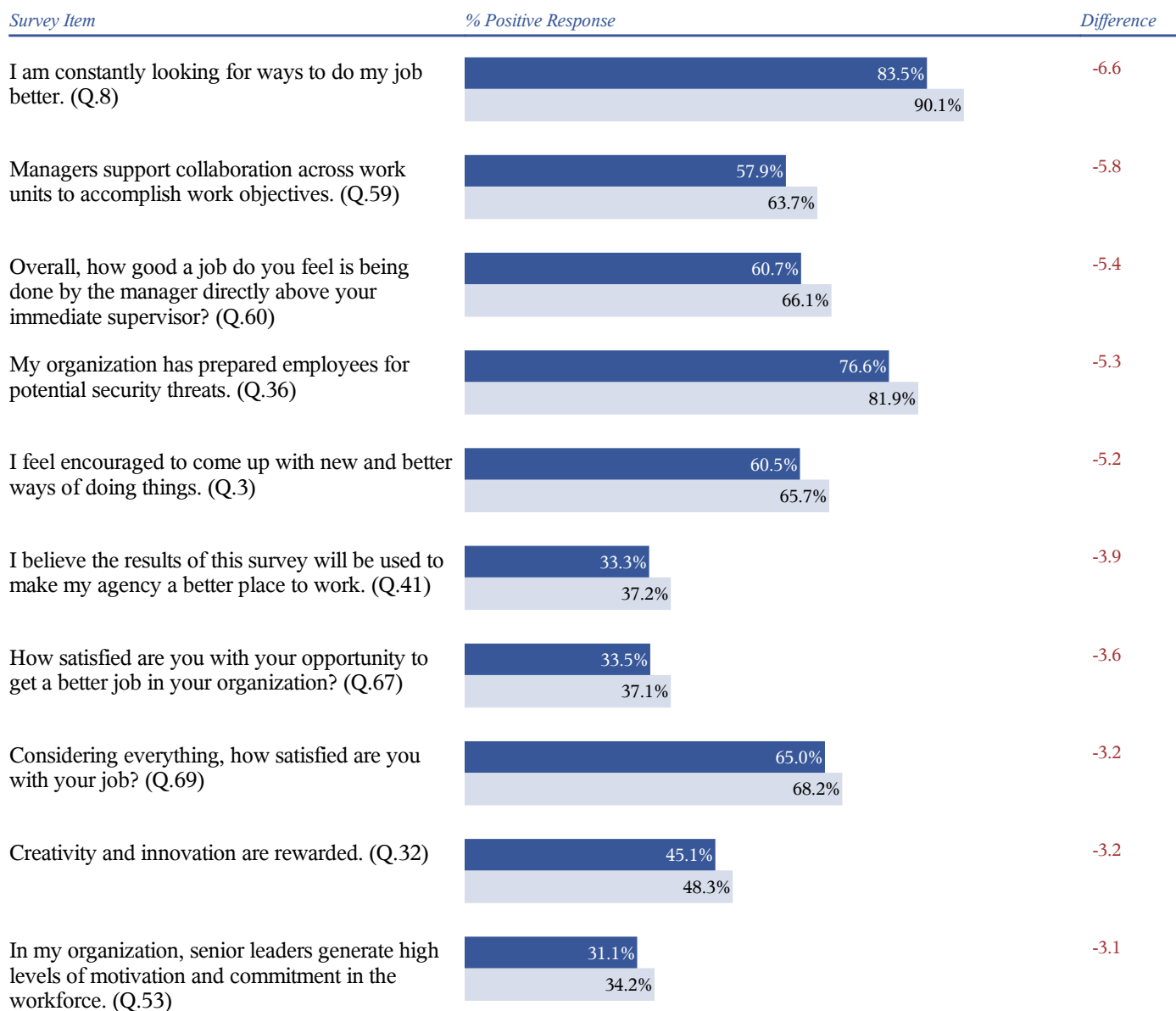
Office of Inspector General

1st Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Environmental Protection Agency) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.

Office of Inspector General
Environmental Protection Agency



Environmental Protection Agency

Office of Inspector General

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	611,219	67.2%	15.0%	17.8%
Environmental Protection Agency	8,290	69.7%	14.2%	16.1%
Office of Inspector General	169	72.5%	9.8%	17.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Environmental Protection Agency	8,309	71.0%	14.2%	14.8%
Office of Inspector General	170	79.4%	9.4%	11.2%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Environmental Protection Agency	8,281	65.7%	16.2%	18.1%
Office of Inspector General	167	60.5%	17.3%	22.2%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Environmental Protection Agency	8,313	75.2%	12.5%	12.4%
Office of Inspector General	168	77.8%	8.0%	14.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Environmental Protection Agency	8,312	83.3%	10.3%	6.4%
Office of Inspector General	169	84.5%	8.9%	6.6%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Environmental Protection Agency	8,292	79.0%	11.1%	9.9%
Office of Inspector General	169	82.9%	6.6%	10.5%

Environmental Protection Agency
Office of Inspector General
1st Level Subagency Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Environmental Protection Agency	8,324	96.4%	2.3%	1.3%
Office of Inspector General	169	94.5%	3.0%	2.4%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Environmental Protection Agency	8,322	90.1%	8.2%	1.7%
Office of Inspector General	169	83.5%	13.5%	3.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Environmental Protection Agency	8,260	40.9%	16.3%	42.8%	10
Office of Inspector General	167	56.0%	14.4%	29.6%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Environmental Protection Agency	8,287	51.6%	17.3%	31.1%	13
Office of Inspector General	168	58.5%	16.1%	25.4%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Environmental Protection Agency	8,200	60.7%	16.7%	22.6%	26
Office of Inspector General	166	66.2%	10.9%	22.9%	0

12. I know how my work relates to the agency's goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Environmental Protection Agency	8,292	84.2%	9.0%	6.8%	20
Office of Inspector General	169	85.2%	7.6%	7.3%	0

Environmental Protection Agency
Office of Inspector General
1st Level Subagency Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Environmental Protection Agency	8,265	88.7%	7.7%	3.6%	31
Office of Inspector General	166	87.2%	7.9%	4.8%	2

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,747	66.4%	14.0%	19.5%	2,784
Environmental Protection Agency	8,318	70.6%	13.8%	15.5%	13
Office of Inspector General	169	78.4%	10.1%	11.5%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Environmental Protection Agency	8,240	77.2%	12.0%	10.7%	71
Office of Inspector General	165	81.4%	9.4%	9.2%	3

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Environmental Protection Agency	8,280	85.9%	9.9%	4.2%	30
Office of Inspector General	167	87.5%	8.5%	4.1%	1

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Environmental Protection Agency	7,732	63.2%	19.9%	17.0%	582
Office of Inspector General	155	71.1%	12.6%	16.3%	14

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Environmental Protection Agency	8,244	51.6%	24.1%	24.3%	79
Office of Inspector General	169	64.2%	15.5%	20.3%	0

Environmental Protection Agency

Office of Inspector General

1st Level Subagency Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	601,212	72.0%	12.7%	15.3%	11,466
Environmental Protection Agency	8,204	69.2%	13.7%	17.1%	123
Office of Inspector General	163	71.2%	13.6%	15.2%	6

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Environmental Protection Agency	8,317	83.5%	9.5%	7.0%
Office of Inspector General	170	86.9%	6.4%	6.8%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,463	43.9%	25.2%	30.8%	20,037
Environmental Protection Agency	7,961	43.0%	23.2%	33.9%	304
Office of Inspector General	160	62.9%	19.1%	17.9%	7

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Environmental Protection Agency	7,539	43.1%	27.7%	29.2%	714
Office of Inspector General	153	48.7%	28.3%	23.0%	15

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,546	33.7%	28.1%	38.2%	58,203
Environmental Protection Agency	7,005	31.8%	31.6%	36.6%	1,269
Office of Inspector General	143	42.3%	32.2%	25.5%	24

Environmental Protection Agency
Office of Inspector General
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My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Environmental Protection Agency	7,521	40.4%	29.1%	30.6%	762
Office of Inspector General	153	47.0%	25.6%	27.4%	15

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Environmental Protection Agency	7,355	51.8%	24.3%	24.0%	908
Office of Inspector General	152	55.8%	21.1%	23.1%	15

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,075	76.9%	12.4%	10.6%	2,503
Environmental Protection Agency	8,238	81.8%	9.8%	8.3%	46
Office of Inspector General	166	82.7%	9.7%	7.6%	2

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Environmental Protection Agency	7,907	55.7%	28.4%	15.9%	364
Office of Inspector General	152	64.0%	23.6%	12.4%	13

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Environmental Protection Agency	8,264	90.4%	8.1%	1.5%
Office of Inspector General	167	88.1%	10.7%	1.2%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Environmental Protection Agency	8,194	83.2%	10.3%	6.5%	79
Office of Inspector General	164	87.3%	9.2%	3.6%	4

Environmental Protection Agency
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My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Environmental Protection Agency	8,006	45.2%	23.5%	31.3%	198
Office of Inspector General	158	47.1%	21.7%	31.2%	5

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,391	54.4%	21.2%	24.5%	11,018
Environmental Protection Agency	8,063	60.1%	20.3%	19.6%	141
Office of Inspector General	162	64.1%	17.4%	18.5%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Environmental Protection Agency	7,938	48.3%	26.5%	25.2%	224
Office of Inspector General	161	45.1%	24.9%	29.9%	3

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Environmental Protection Agency	7,327	23.5%	32.6%	43.9%	861
Office of Inspector General	148	31.0%	38.6%	30.3%	15

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,893	58.7%	27.2%	14.2%	44,578
Environmental Protection Agency	7,524	57.8%	24.8%	17.4%	671
Office of Inspector General	149	63.3%	24.4%	12.3%	15

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Environmental Protection Agency	8,034	82.5%	12.2%	5.3%	171
Office of Inspector General	160	83.5%	8.8%	7.7%	4

Environmental Protection Agency
Office of Inspector General
1st Level Subagency Report

My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Environmental Protection Agency	8,057	81.9%	12.6%	5.5%	114
Office of Inspector General	156	76.6%	9.7%	13.7%	6

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Environmental Protection Agency	7,571	54.4%	22.1%	23.5%	632
Office of Inspector General	144	62.2%	17.3%	20.5%	20

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,380	70.3%	17.5%	12.1%	48,839
Environmental Protection Agency	7,171	70.0%	17.9%	12.0%	1,000
Office of Inspector General	143	75.2%	13.5%	11.3%	21

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Environmental Protection Agency	8,043	57.6%	21.2%	21.2%	150
Office of Inspector General	160	73.5%	15.3%	11.2%	4

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Environmental Protection Agency	8,191	65.0%	19.5%	15.5%
Office of Inspector General	164	62.5%	18.1%	19.4%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,743	41.3%	26.9%	31.7%	41,714
Environmental Protection Agency	7,591	37.2%	28.1%	34.7%	612
Office of Inspector General	151	33.3%	26.7%	40.0%	13

Environmental Protection Agency
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My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Environmental Protection Agency	8,144	88.3%	6.6%	5.1%	40
Office of Inspector General	162	90.7%	6.8%	2.5%	1

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Environmental Protection Agency	8,125	77.1%	12.2%	10.7%	44
Office of Inspector General	162	81.1%	11.2%	7.8%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Environmental Protection Agency	8,091	73.5%	13.8%	12.7%	61
Office of Inspector General	163	79.3%	10.0%	10.7%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Environmental Protection Agency	7,330	76.2%	17.7%	6.1%	832
Office of Inspector General	143	80.6%	18.0%	1.4%	19

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,663	67.1%	17.3%	15.6%	3,241
Environmental Protection Agency	8,108	70.7%	16.3%	12.9%	66
Office of Inspector General	161	78.6%	10.4%	11.0%	2

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Environmental Protection Agency	8,029	76.3%	13.5%	10.2%	138
Office of Inspector General	161	82.7%	11.1%	6.2%	2

Environmental Protection Agency

Office of Inspector General

1st Level Subagency Report

My Supervisor (continued)

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Environmental Protection Agency	8,151	84.8%	7.8%	7.3%
Office of Inspector General	160	83.9%	9.3%	6.8%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Environmental Protection Agency	8,157	87.4%	6.8%	5.8%
Office of Inspector General	162	87.3%	8.5%	4.2%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Environmental Protection Agency	8,156	90.8%	5.4%	3.8%
Office of Inspector General	162	94.4%	5.0%	0.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Environmental Protection Agency	8,159	75.6%	13.1%	11.2%
Office of Inspector General	162	81.0%	10.4%	8.6%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Environmental Protection Agency	8,146	79.6%	13.1%	7.3%
Office of Inspector General	162	83.4%	10.4%	6.2%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Environmental Protection Agency	7,974	34.2%	23.6%	42.1%	148
Office of Inspector General	161	31.1%	21.1%	47.8%	2

Environmental Protection Agency
Office of Inspector General
1st Level Subagency Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Environmental Protection Agency	7,580	42.8%	25.3%	32.0%	528
Office of Inspector General	151	49.4%	20.5%	30.1%	9

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Environmental Protection Agency	7,480	70.3%	18.5%	11.2%	605
Office of Inspector General	144	70.3%	15.2%	14.5%	16

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Environmental Protection Agency	7,994	63.5%	19.2%	17.3%	94
Office of Inspector General	158	68.1%	11.1%	20.8%	3

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Environmental Protection Agency	7,568	66.2%	20.4%	13.3%	537
Office of Inspector General	147	67.4%	15.7%	16.9%	15

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Environmental Protection Agency	7,846	58.5%	19.8%	21.7%	269
Office of Inspector General	159	58.9%	17.8%	23.3%	3

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Environmental Protection Agency	7,844	63.7%	19.5%	16.8%	238
Office of Inspector General	158	57.9%	15.4%	26.6%	3

Environmental Protection Agency

Office of Inspector General

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Leadership (continued)

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,336	62.5%	21.4%	16.1%	31,586
Environmental Protection Agency	7,725	66.1%	20.3%	13.6%	377
Office of Inspector General	155	60.7%	18.2%	21.1%	6

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,632	57.2%	22.6%	20.2%	8,840
Environmental Protection Agency	8,011	43.8%	24.0%	32.1%	85
Office of Inspector General	159	50.1%	19.1%	30.7%	2

62. Senior leaders demonstrate support for Work-Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Environmental Protection Agency	7,175	57.6%	26.0%	16.3%	921
Office of Inspector General	151	67.1%	19.7%	13.2%	8

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Environmental Protection Agency	8,057	52.9%	20.9%	26.1%
Office of Inspector General	161	57.1%	18.0%	24.9%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	584,983	52.3%	22.4%	25.3%
Environmental Protection Agency	8,060	49.8%	23.1%	27.1%
Office of Inspector General	162	52.7%	19.5%	27.8%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Environmental Protection Agency	8,050	58.8%	21.4%	19.8%
Office of Inspector General	161	62.7%	18.5%	18.7%

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My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	584,390	46.8%	28.4%	24.8%
Environmental Protection Agency	8,049	35.0%	28.3%	36.6%
Office of Inspector General	161	46.6%	25.0%	28.4%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Environmental Protection Agency	8,029	37.1%	30.9%	31.9%
Office of Inspector General	162	33.5%	31.1%	35.4%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Environmental Protection Agency	8,053	55.1%	25.9%	19.0%
Office of Inspector General	161	68.2%	18.9%	12.9%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Environmental Protection Agency	8,043	68.2%	17.1%	14.7%
Office of Inspector General	161	65.0%	16.9%	18.0%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Environmental Protection Agency	8,052	68.7%	15.6%	15.7%
Office of Inspector General	162	74.2%	12.5%	13.3%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Environmental Protection Agency	8,021	55.5%	21.4%	23.1%
Office of Inspector General	160	60.0%	12.1%	27.9%

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Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	461,560	17.1%	55.5%	8.1%	2.1%	17.1%	123,151
Environmental Protection Agency	6,227	15.7%	50.7%	6.0%	1.4%	26.2%	1,836
Office of Inspector General	121	23.1%	49.8%	7.4%	0.9%	18.8%	41

Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Governmentwide	583,875	53.7%	18.2%	6.7%	17.3%	4.1%
Environmental Protection Agency	8,058	4.8%	80.3%	8.9%	2.8%	3.1%
Office of Inspector General	163	4.9%	83.4%	8.7%	0.6%	2.5%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Governmentwide	576,262	44.9%	16.0%	16.7%	12.1%	10.3%
Environmental Protection Agency	7,761	8.2%	13.5%	31.0%	29.1%	18.2%
Office of Inspector General	158	14.3%	17.7%	28.6%	20.4%	19.0%

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Partial Government Shutdown (continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
Governmentwide	324,309	29.6%	45.8%	20.7%	47.9%	66.7%
Environmental Protection Agency	7,123	45.5%	78.6%	31.5%	55.8%	91.2%
Office of Inspector General	136	37.9%	74.6%	23.4%	27.7%	93.8%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Governmentwide	324,309	31.9%	25.4%	42.0%	12.4%	27.3%
Environmental Protection Agency	7,123	32.0%	29.2%	78.9%	15.0%	13.7%
Office of Inspector General	136	27.7%	18.2%	77.4%	5.2%	8.8%

If the response to item 74 was "It had no impact", item 75 was skipped.

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Governmentwide	579,912	1.5%	8.0%	19.8%	70.7%
Environmental Protection Agency	7,988	2.1%	11.2%	11.5%	75.2%
Office of Inspector General	163	3.6%	10.6%	18.3%	67.4%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Governmentwide	464,251	23.9%	40.3%	22.0%	7.7%	6.1%	117,730
Environmental Protection Agency	7,809	16.1%	39.0%	24.3%	12.2%	8.4%	240
Office of Inspector General	156	13.1%	41.2%	18.6%	16.9%	10.3%	7

Environmental Protection Agency

Office of Inspector General

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Work-Life

78. Please select the response below that BEST describes your current teleworking schedule.

	N	Very Infrequently	Telework			
			Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Environmental Protection Agency	8,031	20.5%	11.9%	51.3%	2.9%	0.8%
Office of Inspector General	161	11.5%	5.6%	73.8%	0.0%	0.0%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	579,351	27.0%	3.5%	13.5%	12.5%
Environmental Protection Agency	8,031	1.8%	0.6%	1.8%	8.5%
Office of Inspector General	161	2.7%	0.0%	1.2%	5.2%

79. How satisfied are you with the Telework program in your agency?

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
Governmentwide	380,622	60.1%	20.8%	19.1%	32,942	144,715	22,910
Environmental Protection Agency	7,507	80.9%	11.6%	7.5%	397	120	16
Office of Inspector General	155	73.3%	14.9%	11.8%	6	0	0

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	577,815	45.1%	27.7%	7.0%	3.2%	0.4%	39.5%
Environmental Protection Agency	8,016	78.6%	45.3%	7.2%	4.5%	0.4%	13.1%
Office of Inspector General	160	80.1%	58.7%	5.8%	0.6%	0.7%	11.9%

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Work-Life (continued)

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	410,019	77.9%	15.2%	6.9%	71,628	75,146	22,071
Environmental Protection Agency	7,350	90.4%	6.1%	3.5%	565	90	17
Office of Inspector General	140	91.8%	6.6%	1.6%	6	13	2

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Environmental Protection Agency	6,357	76.4%	18.1%	5.5%	1,275	117	214
Office of Inspector General	122	89.2%	9.3%	1.6%	31	1	7

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Environmental Protection Agency	3,268	48.0%	46.9%	5.1%	3,994	56	594
Office of Inspector General	44	56.8%	41.2%	2.1%	104	1	12

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Environmental Protection Agency	2,250	37.3%	56.7%	6.0%	4,353	638	673
Office of Inspector General	24	31.4%	64.1%	4.5%	101	10	26

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Work-Life (continued)

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Environmental Protection Agency	1,614	20.7%	75.4%	3.9%	4,188	566	1,511
Office of Inspector General	19	20.0%	80.0%	0.0%	96	10	35

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My Employment Demographics

Where do you work?

	%
Headquarters	47.8%
Field	52.2%

What is your supervisory status?

	%
Senior Leader	1.3%
Manager	8.2%
Supervisor	11.9%
Team Leader	20.8%
Non-Supervisor	57.9%

What is your pay category/grade?

	%
Federal Wage System	0.0%
GS 1-6	2.5%
GS 7-12	9.4%
GS 13-15	86.2%
Senior Executive Service	1.3%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.6%

What is your US military service status?

	%
No Prior Military Service	78.5%
Currently in National Guard or Reserves	1.9%
Retired	5.7%
Separated or Discharged	13.9%

Note: Percentages for demographic questions are unweighted.

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My Employment Demographics (continued)

How long have you been with the Federal Government (excluding military service)?

	%
Less than 1 year	3.2%
1 to 3 years	7.7%
4 to 5 years	0.6%
6 to 10 years	22.4%
11 to 14 years	8.3%
15 to 20 years	21.8%
More than 20 years	35.9%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	%
Less than 1 year	6.4%
1 to 3 years	12.1%
4 to 5 years	4.5%
6 to 10 years	24.8%
11 to 14 years	10.2%
15 to 20 years	20.4%
More than 20 years	21.7%

Are you considering leaving your organization within the next year, and if so, why?

	%
No	61.0%
Yes, to retire	9.4%
Yes, to take another job within the Federal Government	22.6%
Yes, to take another job outside the Federal Government	3.8%
Yes, other	3.1%

I am planning to retire:

	%
Within one year	5.7%
Between one and three years	13.3%
Between three and five years	8.2%
Five or more years	72.8%

Note: Percentages for demographic questions are unweighted.

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My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	3.8%
No	96.2%

Please select the racial category or categories with which you most closely identify.

	%
White	60.0%
Black or African American	28.7%
All other races	11.3%

What is your age group?

	%
29 years and under	6.5%
30-39 years old	21.4%
40-49 years old	26.6%
50-59 years old	31.8%
60 years or older	13.6%

What is the highest degree or level of education you have completed?

	%
Less than High School/ High School Diploma/ GED	--
Certification/ Some College/ Associate's Degree	--
Bachelor's Degree	--
Advanced Degrees (Post Bachelor's Degree)	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Are you an individual with a disability?

	%
Yes	7.7%
No	92.3%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

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My Personal Demographics (continued)

Are you:

	%
Male	47.7%
Female	52.3%

Are you transgender?

	%
Yes	0.0%
No	100.0%

Which one of the following do you consider yourself to be?

	%
Straight, that is not gay or lesbian	95.4%
Gay or Lesbian	--
Bisexual	--
Something else	--

Note: Results are suppressed for each demographic category with fewer than 4 responses.

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.